

Iowa Civil Rights Commission ---Responses to Questions from the Justice Systems  
Appropriations Subcommittee. Jan. 2010

- 1) Do you plan on raising fees (either by rule or legislatively)? *No (only fees charged by ICRC are for copying)*
  - 2) Has your department already raised fees by rule? *N/A*
  - 3) Do you plan on changing the way you collect fees or fines? *No—may adjust copying fees*
  - 4) What recommendations did you provide to the consultant that did not appear in Public Works' proposal? *N/A*
  - 5) How did you arrive at the savings figure for each item that did appear in Public Works' report? *N/A*
  - 6) What recommendations did you provide the Governor or Public Works that did not appear in the State Government Reorganization bill (HSB 565 / SSB 3030)
    - *Inter-agency job sharing*
    - *Subpoena bill*
    - *Approaching the federal govt. for reduction in certain regulatory requirements*
  - 7) How did you arrive at the savings figure for each item that appears in the State Government Reorganization bill (HSB 565 / SSB 3030)? *N/A*
  - 8) Are there any areas in your department that could be privatized or outsourced? *ICRC uses volunteers and law students to assist in research, case mediation and case processing.*
  - 9) Provide the subcommittee with a one pager that outlines all expenditures and revenues to the department (all funds, not just general fund dollars) *see other side.*
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**10% ATB cuts.**

As a historical note, ICRC is working to avoid additional layoffs. Four years ago, ICRC laid off over 10% of its staff and furloughed over 25% of its staff. ICRC has re-organized its staff again this past fall.

1. ICRC is utilizing a combination of voluntary furloughs, not filling vacant positions, reduction in use of law students, and staff re-structuring. Primary programs remain investigation, mediation and training.
2. ICRC is reducing expenditures for investigation, mediation, and training. Delays will result in resolution of complaints and increased costs to the parties. Training delays result in increased exposure to discrimination claims and consequential increases in the costs of doing business.
3. Furloughs and unfilled vacancies will increase case processing time and increase cost to both parties. Furloughs and unfilled vacancies reduce the deterrent impact of civil rights work.
4. ICRC will continue to reduce personnel expenses by transferring a portion of funding to federal funds. Federal funding is very uncertain. Federal contract with EEOC for the year ending Sept. 09 remains in

contention. Federal contracts with HUD and EEOC –for the current FY we are in--are not finalized until the spring or summer of 010. Additional staffing cuts will likely be required in the summer of 2010.

5. Equipment and supplies—Limiting budgeted amounts for IT purchases and other supplies for the next two years.